

# Strategic Skills Initiative

## Occupational & Skills Shortage Report Summary

### Economic Growth Region 6 – East Central Indiana

#### **Excerpts from Shortage Report**

- Overall loss of market share during past 10 years in most key industries and others has hindered economic development efforts in the region.
- Focus of this region's SSI effort is on occupations in the Agriculture and Transportation & Warehousing sectors, where the region is positioned to take advantage of critical pending legislation related to these industries.

**Key Industries:** Health Care (Ambulatory Health Care Services/Hospitals) and Manufacturing (Transportation Equipment, Fabricated Metal Products, and Computer & Electronic Products Manufacturing); Transportation & Warehousing; and Agriculture

- 3 digit sub-sectors selected based on cluster analysis/connectedness to dominant industry (e.g. Transportation Equipment), proportion of high wage jobs and industry concentration as defined by location quotients among other factors.
- Transportation Equipment Manufacturing accounts for over 30% of all Manufacturing employment in the region.
- Manufacturing, concentrated in Delaware and Wayne counties, pays the highest wages of the targeted industries and yet has experienced the sharpest decline in employment (over 20% between 1994 and 2004) for the region.

#### **Key Occupations/Occupation Groups (based on top 5 shortage projections):**

**Truck Driver, Heavy or Tractor-Trailer:** Drive a tractor-trailer combination or a truck with a capacity of not less than 26,000 GVW, to transport and deliver goods, livestock, or materials in liquid, loose, or packaged form. May be required to unload truck. May require use of automated routing equipment.

**Health Diagnosing and Treating Practitioners:** Diagnose, treat, and help prevent diseases, conditions and injuries that commonly occur in the general population.

**Health Technologists and Technicians:** Conduct tests and perform procedures related to diagnosis, treatment and prevention of diseases, conditions and injuries that commonly occur in the general population.

**Business Operations Specialists:** Includes human resource professionals, buyers, and other business professionals.

**Life Scientists:** Includes occupations that are especially important to the agriculture industry, and that focus on the study of plants, animals, and diseases.

#### **Net Calculation Table (top 5 shortages) – Includes Demand, Supply & Migration**

<b>Occupation</b>	<b>Shortage Projection 2005 - 2007</b>
Health Diagnosing and Treating Practitioners	213
Health Technologists and Technicians	42
Truck Drivers, Heavy and Tractor-Trailer	11
Business Operations Specialists	11
Life Scientists	(11)*

\*given recent emergence of this occupation, sample size is not sufficient for accurate projections. Region relied heavily on qualitative input from Industry/econ dev. for importance of this occupation in the future.

Region 6 chose to identify cross-cutting skills deficiencies that affect a wide range of occupations and that employers have identified as problematic in the current workforce and detrimental to future growth based on community forums and other local discussions

### **Identified Skills Gaps by County**

	<b>Reading/ Comprehension</b>	<b>Computer Literacy</b>	<b>Math/ Science</b>	<b>Problem Solving</b>	<b>Work Ethic</b>	<b>Leader- ship</b>	<b>Communi- cations</b>
<b>Blackford</b>							
<b>Delaware</b>							
<b>Fayette</b>							
<b>Henry</b>							
<b>Jay</b>							
<b>Randolph</b>							
<b>Union</b>							
<b>Wayne</b>							
<b>Considered a critical skill for this county</b>							

- Skills identified with Health Services occupations include Science, Social Perceptiveness, Service Orientation, Active Listening
- Complex Problem Solving and Resource Management skills were associated with Business Operations Specialists
- Metal & Plastics Workers require skills such as Equipment Maintenance and Selection, Operation and Control and Operation Monitoring and Analysis, Programming, Quality Control Analysis, Repairing and Troubleshooting
- Truck Drivers' critical skills are considered to include Operation and Control and Equipment Maintenance, as well as good map-reading skills and knowledge of laws and regulations that relate to the industry

### **Location of Projected Shortages by County – not included**

#### **Emerging Occupations/Industries:**

Transportation & Warehousing; Agribusiness;  
Life Scientists

#### **Significance/Impact:**

- ✚ To remain in business, companies' overall workforce must possess the skills required to increase their production and innovation; business operations specialists' expertise will be required to help these companies grow
- ✚ Emphasis on entrepreneurial skills required for business startups as well as product development within existing companies
- ✚ Business productivity and efficiency improvements will be based in part on the competencies of key human resource, logistics and analyst positions (i.e. Business Operations Specialists)